

## Layla Tov Code

We, the undersigned, club and bar owners in Israel, believe there is no place for sexual violence in our business places, nor in the nightlife at large. We will work to eradicate this epidemic and its effect on our customers, inside and outside our places of business. It is our wish to ensure the personal safety of our customers and allow them to turn to us for assistance in case of distress, thus allowing them to enjoy a harassment-free space.

Our goal is to ensure the safety, dignity and personal space of every customer. We see great importance in providing a free and safe environment for our guests to dance, drink and enjoy their time without harming their personal and communal space. By signing this code, we commit to all of its terms and to condemn and denounce any violent behavior in and around our places of business.

This code binds its members by the following:

- The business will inform its customers and employees of its efforts against sexual harassment and violence by posting unified signs with the Layla Tov logo in a visible location by the entrance and by the washrooms, as well as Rape Crisis Center stickers within the bathrooms stalls. The business will post videos, postcards, internet posts and publications on the measures taken against sexual violence at the place of business, information on prevention, etc. according to the better judgment of the business management.
- All employees will be trained to assist in the matter of sexual harassment complaints
- The business will schedule annual trainings on the prevention of sexual harassment, conducted by a certified organization. Attendance in these trainings by at least 75% of all working and senior staff is mandatory.
- Each business will appoint a staff member who will be assigned responsibility over the issue of sexual harassment prevention. The appointed staff member will keep documented record of the complaints at the business, even if not present at the time of the event.
- The appointed staff member will be responsible to schedule annual staff training on prevention of sexual harassment for the entire working staff.
- Any sexual harassment complaint brought to the attention of the staff will be addressed immediately and respectfully, and in accordance with the Prevention of Sexual Harassment Law and regulations.
- All complaints and concerns will be addressed by the most senior staff member present.
- During preliminary inquiry of a complaint, the relevant parties will be separated, for each of them to be heard by a senior staff member in charge of the matter
- The most senior staff member present may decide whether to invoke sanctions against anyone found harassing customers, including the right to warn, expel and ban harassers, according to the business' policy.



**לילה טוב**  
לבנות בלי הטרדות